

LISTING OF CLAIMS

1. (Currently Amended) A method for managing data in a computing system, the method comprising:

extracting, using the computing system, information in a **first-form source**

format wherein

the **first-form source format** is associated with a source system,

the information corresponds to a subset of employee position data

items,

the computing system is configured to initiate the extracting in

response to a change to the subset of employee position data

items, and

~~the information in the first form comprises employee position data,~~

the **subset of the** employee position data **items** corresponds to an

employee position code,

~~the source system maintains a source employee management aspect~~

~~of the employee position data, and~~

~~the source employee management aspect depends on the employee~~

~~position data;~~

converting, using the computing system, the information in the **first-form**

source format into information in an intermediate **[[form]] format**,

wherein

the information in the intermediate **[[form]] format** is configured to

allow the **subset of** employee position data **items** to be imported

into **[[an]] a plurality of** employee position **[[field]] fields;**

converting, using the computing system, the information in the intermediate

[[form]] format into information in a target **[[form]] format**, wherein

the target **[[form]] format** is associated with a target system;

~~the information in the target form comprises the employee position~~

~~field, and~~

~~the employee position code corresponds to an employee position~~

~~field; and~~

importing the employee position data into the employee position field, wherein

~~the employee position field is one of a plurality of employee position fields, and~~
the plurality of employee position ~~field is~~ fields are selected based on a correspondence to the employee position code; ~~and~~
~~updating the target employee management aspect according to the employee position data imported into the employee position field, wherein~~
~~the target system maintains a target employee management aspect of the employee position data.~~

2. (Currently Amended) The method of Claim 1, further comprising:
using the information in the target **[[form]] format** to perform at least one computer-implemented act from a set of computer-implemented acts comprising:
creating a new employee position management record in the target system; and
updating an existing employee position management record in the target system.
3. (Currently Amended) The method of Claim 1, further comprising:
extracting, using the computing system, information in a third **[[form]] format**,
wherein
the third **[[form]] format** is associated with a second source system, and
the third **[[form]] format** is distinct from the source system;
converting, using the computing system, the information in the third **[[form]] format** into information in the intermediate **[[form]] format**;
converting, using the computing system, the information in the intermediate **[[form]] format** into information in the target **[[form]] format**; and
using the information in the target **[[form]] format** to perform at least one computer-implemented act from a set of computer-implemented acts comprising:
creating a new employee position management record in the target system; and

updating an existing employee position management record in the target system.

4. (Canceled)
5. **(Currently Amended)** The method of Claim 1, wherein the intermediate **[[form]] format** comprises a list of employee positions for defining a hierarchy of data elements comprising one or more elements selected from a group comprising:
 - a plurality of employee position elements, wherein the plurality of employee position elements comprises a related parent position element;
 - a position identifier;
 - a position base data element;
 - a position related division element;
 - a position related organization element; and
 - a position custom data element.
6. (Previously Presented) The method of Claim 5, wherein the position base data element comprises one or more elements selected from a group comprising:
 - a position description element; and
 - a position name element.
7. (Previously Presented) The method of Claim 5, wherein the position related division element comprises a position related division identifier.
8. (Previously Presented) The method of Claim 5, wherein the position related organization element comprises a position related organization identifier.
9. (Previously Presented) The method of Claim 5, wherein the related parent position element comprises a related parent position identifier.

10. (Currently Amended) A non-transitory computer-readable storage medium carrying one or more sequences of instructions for managing employee data, wherein execution of the one or more sequences of instructions by one or more processors causes the one or more processors to perform:

extracting information in a first-form source format, wherein
the first-form source format is associated with a source system,
the information corresponds to a subset of employee position data
items,
the computing system is configured to initiate the extracting in
response to a change to the subset of employee position data
items, and
the information in the first-form comprises employee position data;
the subset of the employee position data corresponds to an employee
position code,
the source system maintains a source employee management aspect
of the employee position data, and
the source employee management aspect depends on the employee
position data;

converting the information in the first-form source format into information in
an intermediate [[form]] format, wherein
the information in the intermediate [[form]] format is configured to
allow the subset of employee position data items to be imported
into [[an]] a plurality of employee position [[field]] fields;
converting the information in the intermediate [[form]] format into information
in a target [[form]] format, wherein
the target [[form]] format is associated with a target system,
the information in the target form comprises the employee position
field, and
the employee position code corresponds to an employee position
field, and
importing the employee position data into the employee position field, wherein
the employee position field is one of a plurality of employee position
fields, and

the plurality of employee position ~~field is~~ fields are selected based on a
correspondence to the employee position code; ~~and~~
~~updating the target employee management aspect according to the~~
~~employee position data imported into the employee position field,~~
~~wherein~~
~~the target system maintains a target employee management aspect of~~
~~the employee position data.~~

11. (Currently Amended) The non-transitory computer-readable storage medium of Claim 10, further comprising:
using the information in the target ~~[[form]]~~ format to perform at least one
computer-implemented act from a set of computer-implemented acts
comprising:
creating a new employee position record in the target system; and
updating an existing employee position management record in the target
system.
12. (Currently Amended) The non-transitory computer-readable storage medium of Claim 10, further comprising:
extracting information in a third ~~[[form]]~~ format, wherein
the third ~~[[form]]~~ format is associated with a second source system, and
the third ~~[[form]]~~ format is distinct from the source system;
converting the information in the third ~~[[form]]~~ format into information in the
intermediate ~~[[form]]~~ format;
converting the information in the intermediate ~~[[form]]~~ format into information
in the target ~~[[form]]~~ format; and
using the information in the target ~~[[form]]~~ format to perform at least one
computer-implemented act from a set of computer-implemented acts
comprising:
creating a new employee position management record in the target
system; and
updating an existing employee position management record in the target
system.

13. (Canceled)
14. (Currently Amended) The non-transitory computer-readable storage medium of Claim 10, wherein the intermediate [[form]] format comprises a list of employee positions for defining a hierarchy of data elements comprising one or more elements selected from a group comprising:
- a plurality of employee position elements, wherein
 - the plurality of employee position elements comprises a related parent position element;
 - a position identifier;
 - a position base data element;
 - a position related division element ;
 - a position related organization element; and
 - a position custom data element.
15. (Currently Amended) The non-transitory computer-readable storage medium of Claim 14, wherein the position base data element comprises one or more elements selected from a group comprising:
- a position description element; and
 - a position name element.
16. (Currently Amended) The non-transitory computer-readable storage medium of Claim 14, wherein the position related division element comprises a position related division identifier.
17. (Currently Amended) The non-transitory computer-readable storage medium of Claim 14, wherein the position related organization element comprises a position related organization identifier.
18. (Currently Amended) The non-transitory computer-readable storage medium of Claim 14, wherein the related parent position element comprises a related parent position identifier.
19. (Currently Amended) A system, comprising:
- a central processing unit (CPU);
 - a memory, coupled to the CPU; and

instructions, stored in the memory, for extracting information in a ~~first form~~
source format, wherein
the ~~first form~~ source format is associated with a source system,
the information corresponds to a subset of employee position data
items,
the computing system is configured to initiate the extracting in
response to a change to the subset of employee position data
items, and
~~the information in the first form comprises employee position data,~~
the subset of the employee position data items corresponds to an
employee position code,
~~the source system maintains a source employee management aspect~~
~~of the employee position data, and~~
~~the source employee management aspect depends on the employee~~
~~position data;~~

instructions, stored in the memory, for converting the information in the ~~first~~
~~form~~ source format into information in an intermediate [[form]]
format, wherein
the information in the intermediate [[form]] format is configured to
allow the subset of employee position data items to be imported
into [[an]] a plurality of employee position [[field]] fields;

instructions, stored in the memory, for converting the information in the
intermediate [[form]] format into information in a target [[form]]
format, wherein
the target [[form]] format is associated with a target system,
~~the information in the target form comprises the employee position~~
~~field, and~~
~~the employee position code corresponds to an employee position~~
~~field; and~~

instructions, stored in memory, for importing the employee position data into the
employee position field, wherein
~~the employee position field is one of a plurality of employee position~~
~~fields, and~~

the plurality of employee position ~~field is~~ fields are selected based on a
correspondence to the employee position code; ~~and~~
~~instructions, stored in memory, for updating the target employee~~
~~management aspect according to the employee position data~~
~~imported into the employee position field, wherein~~
~~the target system maintains a target employee management aspect of~~
~~the employee position data.~~

20. (Currently Amended) The system of Claim 19, wherein the intermediate
[[form]] format comprises a data structure comprising a list of employee
positions for defining a hierarchy of data elements comprising one or more
fields representing elements selected from a group comprising:
 - a plurality of employee position elements, wherein
the plurality of employee position elements comprises a related
parent position element;
 - a position identifier;
 - a position base data element;
 - a position related division element ;
 - a position related organization element; and
 - a position custom data element.
21. (Previously Presented) The system of Claim 20, wherein the position base data
element of the data structure comprises one or more fields representing elements
selected from a group comprising:
 - a position description element; and
 - a position name element.
22. (Previously Presented) The system of Claim 20, wherein the position related
division element of the data structure comprises a data item configured to
identify a position related division.
23. (Previously Presented) The system of Claim 20, wherein the position related
organization element of the data structure comprises a data item configured to
identify a position related organization.

24. (Previously Presented) The system of Claim 20, wherein the related parent position element of the data structure comprises a data item configured to identify a related parent position.